

Belmond-Klemme CSD

Educ. Serv. Assn. (Support)

7/1/2006 6/30/2008

CONTRACT BETWEEN THE
BELMOND-KLEMMER COMMUNITY
SCHOOL DISTRICT
AND THE
BELMOND-KLEMMER EDUCATIONAL
SERVICES ASSOCIATION

July 1, 2006 to June 30, 2008

TABLE OF CONTENTS

<u>Article</u>	<u>Page</u>
1. Definitions	1
2. Leaves of Absence	2
3. Dues Deduction	4
4. Hours of Work	4
5. Holiday	5
6. Vacation Pay	6
7. Grievance Procedure	7
8. Evaluations	8
9. Reduction in Force	9
10. Posting of Positions	10
11. Overtime	10
12. In-service	10
13. Seniority	11
14. Health & Safety	11
15. Insurance	12
16. Wages	12
17. Supplemental Pay	14

ARTICLE 1- DEFINITIONS

- 1.1 'Employer' or 'Board' means the Board of Education of the Belmond-Klemme Community School District, or its duly authorized representatives.
- 1.2 'Employee' means all employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board (PERB) in Case Number 6537.
- 1.3 'Association' means the Belmond-Klemme Educational Services (BKESA) or its duly authorized representatives.
- 1.4 A 'Probationary Employee' means an employee in the first ninety (90) days of employment in the district. That employee has no rights under this contract. The only benefit the Probationary Employee shall receive is the insurance which will start the first day of the month following the month of employment.
- 1.5 A 'Part-time Employee' means any person working less than full-time within their department. Benefits for part-time employees shall be the same **hours** as that person's **regular work day** of employment. (e.g. – a three (3) hour cook will receive three (3) hours of vacation)

ARTICLE 2- LEAVES OF ABSENCE

Leaves of Absence shall be taken in not less than one-half ($\frac{1}{2}$) day increments except sick leave which may be taken in one-fourth ($\frac{1}{4}$) day increments.

2.1 Sick Leave

All 12-month employees covered by the terms of this Agreement shall be entitled to fifteen (15) sick leave days each school year as of the first contract day or the first official day of said school year whether or not they report for duty on that day.

All 9-month and 10-month employees are granted a leave of absence for medically related purposes with full pay in the following minimum amounts:

- a. The first year of employment 10 days.
- b. The second year of employment 11 days.
- c. The third year of employment 12 days.
- d. The fourth year of employment 13 days.
- e. The fifth year of employment 14 days.
- f. The sixth and subsequent years of employment 15 days.

The above amounts shall apply only to consecutive years of employment in the district **and may not be used for elective or cosmetic surgery.** All unused portions shall be cumulative to at least a total of ninety days. The administration shall, in each instance, require such reasonable evidence as it may desire confirming the necessity for such leave of absence. Any amounts due an employee under sick leave shall be reduced by workers compensation benefits paid.

Each member of the bargaining unit may receive a record of their accumulated sick leave within a reasonable time of making the request to the business office.

Individuals re-employed by the district after a layoff shall have sick leave days reinstated at the same level as prior to layoff.

2.2. Jury and Legal Leave

Employees who are called for jury service will receive the difference between their pay as jurors and their regular daily rate of pay. An employee called for jury service will notify the employer within twenty-four (24) hours after the notice of call to jury duty and suitable proof of jury service must be presented to the employer. The employee will report to work within one (1) hour on any day when he/she is excused from jury during regular working hours.

2.3. Bereavement Leave

Up to five (5) days per occurrence of paid leave shall be granted to an employee in the event of death of an employee's spouse or child, father, mother, father-in-law, mother-in-law. Up to three (3) days per occurrence of leave shall be granted to an employee in the event of death of an employee's son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, brother, sister, brother-in-law, sister-in-law, aunt, or uncle, spouse's aunt, uncle, or the respective step relations. The employer, at its discretion, may grant additional time if in the employer's opinion additional time should be granted.

2.4 Personal Leave

Three (3) days of paid personal leave shall be allowed per contract year **after the first year of service and each year thereafter.** **The administration has the authority to limit the number of employees gone from the District in order not to affect the quality of education.**

Except in the case of an emergency situation, notification of personal leave shall be made in writing at least two (2) school days prior to the leave date and must be submitted to the office of the building principal. This leave will be non-accumulative.

No personal leave will be allowed the work day immediately preceding or immediately following any holiday or vacation. However, in the case of an emergency situation, the Superintendent may grant one (1) day of leave before or after a vacation or a holiday.

2.5 Family Illness

Each employee may be granted two (2) days of family illness sick leave per year to be used by the employee for the illness of their spouse, children, father, mother, father-in-law or mother-in-law.

Family Illness Leave can only be used when a person listed above is ill and needs assistance from the employee for their care. For purposes of this paragraph, a child shall be defined as an unmarried person who is: a dependent of the employee under the age of nineteen (19), or a full-time student under the age of twenty-three (23), or a dependent child who is disabled and lives in the household.

2.6 Other Leave

Employees may be granted extended leaves of absence **without pay** for good cause shown. Written request shall be made to the Superintendent stating the reason for the requested leave. The Superintendent may require additional documentation to aid in determining if the requested leave should be granted. **Whether a leave will be granted is within the sole discretion of the Superintendent. If denied by the Superintendent the employee may request a hearing with the Board of Education. The Board of Education's decision is final.**

2.7 Association Leave

The Association shall be granted four (4) days to use at the discretion of the BKESA Executive Board. This leave shall be used to accomplish the goals and enact the programs of the Iowa State Education Association. The Association agrees to pay one half the cost of the substitute hired.

2.8 Sick Leave Bank

A sick leave pool established from personal leave days in one-half day increments up to a maximum of seventy-five (75) days shall be established for employees who need to use sick leave beyond the number of accumulated days **allotted to them**. Participation is voluntary and **only those employees who contribute are eligible. The employee shall sign up before September 1, 2006. Once enrolled the eligibility is automatically continued for a five year period. Any employee may choose to cancel their eligibility after the five year period between August 1 and September 1, 2011.**

Any new employees hired during this five year period are eligible at the time of employment.

Employees must inform the Superintendent in writing that they wish to make use of pool benefits. An employee may use up to ten (10) days per year from the pool, but not to exceed ten (10) days within a five year period.

The District agrees for the first year only (2006-2007) to contribute ten (10) days towards the sick leave bank.

2.9 Incentive Pay

The District agrees to pay for two (2) days of a normal work day (not to exceed eight (8) hours a day) to an employee if they choose not to use more than two (2) days of the above leaves during the contract year. This does not include Jury Leave (2.2), Personal Leave (2.4), or vacation days (5.2) (12 month employees). Missing more than two days in any assignment within the District disqualifies the employee from this benefit.

ARTICLE 3- DUES DEDUCTION

3.1 Association Dues

The District will deduct dues for the Association. Deduction shall be for nine (9) months beginning in September and ending in May of each year. The list of members and amounts to be deducted shall be delivered to the Board Secretary by September 1st of each year.

Individuals beginning employment or beginning dues deduction after September of any year shall have dues deducted through the remaining months ending in May.

ARTICLE 4- HOURS OF WORK

4.1 Work Week

The work week for pay purposes will commence at 12:01 a.m. on Sunday and end at midnight the following Saturday.

4.2 Starting and Ending Times

Starting and ending times will be posted by the director or administrator of each department, which departments are described as follows:

- a. Food Service (including Director, Head Cook, Cook, Head Baker, Assistant Baker, Dishwasher)
- b. Buildings & Grounds (including Director, Custodian, Laundry)
- c. Transportation (including Director, Regular Route Drivers, Substitute Drivers)
- d. Administrative Assistants (including all secretarial positions)
- e. Aides (including Library Aides and Special Education Aides, Playground Supervisor, Printer).

4.3 **Assignment Over Lunch Hour**

If an employee is assigned duty over the lunch hour, the lunch period shall be paid.

4.4 **Break Periods**

Each employee working seven (7) hours per day or more shall be allowed two (2) fifteen (15) minute paid breaks per day, all employees working three and one half (3.5) to seven(7) hours per day will receive one fifteen (15) minute break and all employees working less than 3.5 hours are not eligible for breaks. Each employee working seven (7) hours per day or more shall receive a thirty (30) minute unpaid lunch period. If an employee has direct involvement or supervision with a student or students during their lunch period it will be a paid break.

4.5 **Call in Pay**

When custodians are called in for special work, there will be a minimum of one (1) hour call in pay.

ARTICLE 5- HOLIDAY/VACATION PAY

5.1 **Holidays**

- a. Twelve month employees shall be paid at their hourly rate for the following seven (7) holidays: Labor Day, Thanksgiving, Christmas, New Year's Day, Memorial Day, Independence Day, and one mutually agreed upon floating holiday. In addition, the following special days are recognized as holidays under the following circumstances: the Friday after Thanksgiving, the Monday after Christmas, New Year's Day and July 4th when the holiday falls on Sunday; the Monday before Christmas and New Year's Day when the holiday falls on Tuesday; Tuesday when Christmas and New Year's Day falls on Wednesday; the Friday following Christmas and New Year's Day when the holiday falls on Thursday; Thursday when Christmas and New Year's Day fall on Friday; and the Friday before Christmas, New Year's Day and July 4th when these holidays fall on Saturday. Other days are designated by the Superintendent.
- b. Ten (10) month employees and nine (9) month employees shall be paid at their hourly rate for the following seven (7) holidays: Labor Day, Thanksgiving, the Friday after Thanksgiving, Christmas Day, New Year's Day, Good Friday, and Memorial Day.
- c. Forfeiture of Holiday Pay.
Any employee shall forfeit the holiday pay if he/she fails to work the last scheduled workday prior to the holiday and the first scheduled workday after the holiday unless absence from work is due to illness, injury, or authorized by the employer.

5.2 Vacation

- a. All twelve (12) month employees shall accrue vacation time as follows:

First six (6) months	No vacation
Six (6) months to one (1) year	.833 days per month
During second (2 nd) through sixth (6 th) year	.833 days per month
During seventh (7 th) through fourteenth (14 th) year	1.250 days per month
During fifteenth (15 th) year and thereafter	1.667 days per month
Vacations shall be available for utilization after the year in which they are earned.	

- b. As used in this agreement, vacation year means the fiscal year July 1 to June 30.
- c. **Vacation may be granted to an employee during the 180 school days where students are in session. All vacation will be granted: at one (1) day increments for up to five (5) days at eight (8) hours per day or forty (40) hours per week when requested and approved by the Superintendent at least two (2) weeks in advance unless there is extenuating circumstances. No overtime will be allowed.**
- d. **All vacation must be approved by the Superintendent with seniority being considered. All vacation earned in the prior fiscal year must be utilized by June 30th of the current fiscal year. No vacation carry-over will be allowed.**
- e. **Holiday During Vacation.**
- If a holiday occurs during the calendar week in which a vacation is taken by an employee, the employee's vacation period shall be extended one additional workday. An employee eligible for holiday pay, except for the vacation, will be paid the holiday as provided in this agreement.
- f. **Vacation Pay.**
- Vacation pay will be at the employee's hourly rate in effect at the time the employee is scheduled for such vacation.
- g. Beginning July 1 of each year, employees who voluntarily terminate their employment will receive a payout for all earned vacation up to the date employment ends. In case of death, an employee's earned vacation will be paid to the employee's designated beneficiary.

ARTICLE 6-GRIEVANCE PROCEDURE

6.1 Definition

A grievance is a complaint by an employee or the association that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this agreement.

- 6.2
- a. Every employee covered by this agreement and the association shall have the right to present grievances in accordance with these procedures.
 - b. The failure of an employee (or, in the event of an appeal to arbitration, the association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and as administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
 - c. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or the association shall be conducted so as to result in minimal interference with or interruption of the instructional program and related work activities of the grieving employee or of the staff.
 - d. The grievant or association's duly authorized representative may be present at any grievance meeting. The employee or employer may have a representative present to represent them at any step of the grievance procedure.

6.3 a. First Step:

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal or the designated administrator.

b. Second Step:

If the grievance cannot be resolved informally, the grievant shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal or the designated administrator. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested.

The filing of the formal, written grievance at the second step must be within fifteen (15) calendar days from the date of occurrence of the event giving rise to the grievance. The principal (administrator) shall make a decision on the grievance and communicate it in writing to the grievant and the Superintendent within fifteen (15) calendar days after receipt of the grievance.

c. Third Step:

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee or the association shall file, within ten (10) calendar days of the principal's (administrator's) written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) calendar days after such written grievance is filed, the grievant and Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) calendar days of the third-step grievance meeting and communicate it in writing to the grievant, the principal or administrator, and the duly authorized representative of the association.

d. Fourth Step:

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial binding arbitration. The association may submit, in writing, a notice on behalf of the association and the grievant to the Superintendent within thirty (30) calendar days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) calendar days after said notice is given.

If the two parties fail to reach agreement on an arbitrator within seven (7) calendar days, the PERB will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator's services shall be borne equally by the School District and the association.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

ARTICLE 7- EVALUATIONS

7.1 Evaluations

Evaluations will be conducted on an at least annual basis by the supervisors, building principals or superintendent. These evaluations will be in writing and in a narrative fashion. A copy of the evaluation will be given to the employee and the employee has a right to make a written response to the evaluation. The evaluation and any response will be maintained in the personnel file of the employee.

Employees shall be notified by September 15 of each year as to who will be their evaluator.

An employee shall immediately be provided a copy of any complaint received by the District concerning said employee.

7.2 **Personnel file**

Employees shall have the right to review the contents of their personnel file.

ARTICLE 8- REDUCTION IN FORCE/LAYOFF

8.1 **Reduction in Force/Layoff**

In the event of a need for reduction in force, the district will first use the attrition within the department. The departments have been previously described in Article 4.2 of this agreement.

Rather than totally reducing a position, the director, administrator and Superintendent may recommend reducing the position to part-time. The Board of Directors will make the final determination with regard to positions reduced and/or hours reduced for positions.

Any reductions in force will be made on the recommendations of the director of the department of the employee or the administrator assigning duties and hours of work to the employee and the superintendent of the district. Their recommendations shall take into account the following: performance evaluations, ability to meet the needs of the district, and seniority.

If the decision is a fiscal year based decision, the decision will be made by June 1st, if practical. If the decision is a mid-year reduction, the employee will receive thirty (30) day notification.

8.2 **Recall**

Employees subject to reduction shall be on recall for twelve months.

- A. Employee(s) on recall shall be recalled to any vacancy that occurs within the department for twelve (12) months from time of layoff.
- B. Employee(s) on recall shall be notified in writing of recall.
- C. Employee(s) may refuse the recall notice if the vacancy is a job with a lower rate of pay and benefit level, or is not equivalent to the number of hours worked at the time of layoff.

ARTICLE 9- POSTING OF POSITIONS

9.1 Vacancy

When vacancies other than supervisory positions arise within departments, the district will post the vacancies on the bulletin board in each building. Except in the case of temporary hires, those positions will be posted for seven (7) work days prior to filling the positions. Temporary positions do not require a posting. Transfers within the department on the basis of seniority will be used first as long as the performance reviews of the employee seeking the transfer are satisfactory.

9.2 Positions Not Filled.

In the event a posting is not filled by seniority transfers, any vacancies still existing shall be filled by outside applicants. The pool of outside applicants would include current employees of the district from other departments, employees on layoff and persons to date not yet employed by the district.

9.3 Decisions.

The decisions on hiring shall be made by the **Board of Education upon the recommendation of the Superintendent of Schools.**

9.4 Supervisors

Supervisory positions are not subject to seniority transfers and are open to applications by anyone qualified.

ARTICLE 10- OVERTIME

10.1 Rate of Pay

The district will provide overtime pay at one and a half (1½) times the regular rate for all hours over forty (40) hours. **Overtime must be approved in advance by the Principal or Superintendent.**

ARTICLE 11- INSERVICE

Hourly employees who are requested to attend in-service training out of the district shall be paid on a portal-to-portal basis. In district in-service shall be compensated for the time involved in the program. In order to be entitled to this pay for reimbursement, the employees must have administrative approval prior to the in-service and must be attending at the request of the administration.

ARTICLE 12- SENIORITY

12.1 Definition

Seniority means an employee's length of continuous service with the employer. Seniority shall be district wide and shall include work performed in all departments and classifications. **The first ninety (90) days of work within the District shall be a probationary period and the employee may be separated from work for any cause or any reason by the Board of Education during the probationary period without an appeal. No rights under this contract shall be applicable during the probationary period, but seniority shall be retroactive after that time.**

12.2 Seniority List

The employer shall post a seniority list on all employee bulletin boards by December 1 of each year. The list shall be in order of district wide seniority and shall include the name, date of hire, and length of service in each department and classification. Ten (10) copies shall be sent to the Association President when posted.

12.3 Tie Breaker

Ties in seniority will be broken by using the last four digits of said employee's social security numbers. The higher number will provide the greater seniority.

ARTICLE 13- HEALTH & SAFETY

13.1 Procedure

- A. The employer will ensure, insofar as possible, safe working conditions for its employees pursuant to applicable law.
- B. In case of a bomb threat, no employee shall be requested or required to search for a bomb.
- C. Employees shall notify their immediate supervisor in writing of any unsafe condition within a department.

13.2 Equipment

The District shall provide for all safety equipment required by law.

13.3 Physicals

The employer shall pay for any physicals required by state or federal law, e.g. required bus driver physicals **up to a Fifty Dollar (\$50.00) maximum per contract year.**

ARTICLE 14- INSURANCE

14.1 Insurance Selection

The district will select the insurance programs to be available for the employees.

14.2 Eligibility

1. Employees who work thirty (30) hours or more **or are regular full time-bus drivers** are eligible for the group insurance and the district will provide **\$400.00** for single coverage and **\$450.00** for dependent coverage for the medical program in 2006-2007. **In 2007-2008 the District will provide \$475.00 for a single coverage and \$525.00 for a dependent coverage for their medical program.** In addition, the district will provide **\$30.00** for the dental program (single or dependent). **If dual contracts exist the employee can only opt for one benefit.**

2. **The employee may apply the Board's contribution to their dental coverage if they have chosen a plan which costs less than the agreed to health amount.**

ARTICLE 15-WAGES

15.1 Wages 2006-2007

For payment of wages in **2006-2007**, the District will use the agreed upon format of the current schedule with a **.25 cent increase on each step and in 2007-2008 the District will use the 2006-2007 schedule with a .33 cent increase on each step.** A copy of the **2006-07** schedule is attached **as is a copy of the 2007-2008 schedule.**

15.2 Full-time Building and Ground Employees

The full-time buildings and grounds employees shall be employed two-hundred and sixty (260) days.

15.3 Administrative Assistants

The administrative assistants shall be employed two-hundred and twenty (220) days.

15.4 Aides and Food Service

The aides and food service employees shall be employed one hundred and eighty days (180).

The employer shall provide by the first day of school to each continuing support staff employee the projected regular starting and ending times for the following school/contract year. Teacher Aides will be guaranteed pay for the projected regular starting and ending times for hours actually worked or covered under master contract leave except in the following instances: **non-scheduled days already on the school calendar, early outs, teacher in-services, parent-teacher conferences, and weather related delays and dismissals.** The District may require aides to work the preceding instances in exchange for pay of worked hours. Aides will not be sent home if the child they are assisting goes home sick unless they volunteer to do so. The district will commit to four (4) in-service days for aides that are in conjunction with PreK-12 staff development days **for the purpose of their certification of Para-professionalism or job relevancy.**

15.5 Transportation Personnel

Transportation personnel shall be paid as follows:

1. Activity Trips:
 - a. \$15.70 per hour for the first hour.
 - b. \$7.30 per hour for each succeeding hour.
2. The district shall reimburse the bus drivers for the cost of their commercial driver's license (CDL).

15.6 Placement on Salary Schedule

In placement of new employees on the salary schedule, the administration has flexibility to grant credit for prior experience and any special training. Current employees shall be placed at the step on the salary schedule that is set forth in their individual contract **or work schedule** which reflects their years of service in the district, whichever is greater.

15.7 Movement on the Salary Schedule

Employees shall move one step on the salary schedule July 1 after working six (6) months in the previous fiscal year (July 1-June 30). Employees moving from one department to another shall be given credit for years of service in the district or their placement on the salary schedule whichever is greater.

15.8 Method of Pay

a. Pay periods.

All employees shall be paid on the 15th and last day of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the employee or by direct deposit.

b. Exceptions

When a pay date falls on or during a school holiday, vacation, or weekend, pay checks will be issued on the last previous working day, unless extenuating circumstances exist.

c. Summer checks

Summer checks shall be mailed to the address designated by the employee or may be deposited to a designated depository account upon written request of the employee, or held for the employee, at the employee's option.

ARTICLE 17 – SUPPLEMENTAL PAY

17.1 Extracurricular Activities

a. Activity Duty

Mandatory service of one activity duty per support staff member during the school year for which the support staff member is compensated at the same rate as certified staff. Employees are to find a replacement when unable to fulfill an activity duty.

Board of Directors of the
Belmond-Klemme Community School District

By: James R. Swenson
President Date

Belmond-Klemme Education Services Association

By: Randy Dougherty 5/16/06
Date

2006-2007 Ending Non-Certified Schedule (+25 cents)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	1st Year	2-3 Years	4-5 Years	6-7 Years	8-10 Years	11-15 Years	16-20 Years	21+ Years
Class VII	\$16.06	\$16.38	\$16.70	\$17.03	\$17.36	\$17.88	\$18.41	\$18.95
Building/Grounds Super.								
Transportation Director								
Class V	\$14.43	\$14.71	\$15.00	\$15.30	\$15.60	\$16.06	\$16.53	\$17.02
Food Service Director								
Class IV	\$10.02	\$10.21	\$10.41	\$10.61	\$10.82	\$11.14	\$11.46	\$11.80
Custodian								
Secretary								
Guidance Secretary								
Head Cook								
Head Baker								
Class III	\$8.80	\$8.97	\$9.15	\$9.33	\$9.51	\$9.78	\$10.07	\$10.37
Library Aide								
Teacher Aide								
Class II	\$8.18	\$8.34	\$8.50	\$8.67	\$8.83	\$9.09	\$9.36	\$9.63
Cook								
Assistant Baker								
Printer								
Playground Super.								
Class I	\$7.09	\$7.22	\$7.36	\$7.50	\$7.65	\$7.87	\$8.10	\$8.34
Dishwasher								
BUS DRIVERS	\$1,009.93	\$1,029.83	\$1,050.13	\$1,070.83	\$1,091.95	\$1,124.26	\$1,157.53	\$1,191.81
(Monthly Base)								

2007-2008 ENDING NON-CERTIFIED SCHEDULE (+33 CENTS)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	1st Year	2-3 Years	4-5 Years	6-7 Years	8-10 Years	11-15 Years	16-20 Years	21+ Years
Class VII	\$16.39	\$16.71	\$17.03	\$17.36	\$17.69	\$18.21	\$18.74	\$19.28
Building/Grounds Super.								
Transportation Director								
Class V	\$14.76	\$15.04	\$15.33	\$15.63	\$15.93	\$16.39	\$16.86	\$17.35
Food Service Director								
Class IV	\$10.35	\$10.54	\$10.74	\$10.94	\$11.15	\$11.47	\$11.79	\$12.13
Custodian								
Secretary								
Guidance Secretary								
Head Cook								
Head Baker								
Class III	\$9.13	\$9.30	\$9.48	\$9.66	\$9.84	\$10.11	\$10.40	\$10.70
Library Aide								
Teacher Aide								
Class II	\$8.51	\$8.67	\$8.83	\$9.00	\$9.16	\$9.42	\$9.69	\$9.96
Cook								
Assistant Baker								
Printer								
Playground Super.								
Class I	\$7.42	\$7.55	\$7.69	\$7.83	\$7.98	\$8.20	\$8.43	\$8.67
Dishwasher								
BUS DRIVERS (Monthly Base)	\$1,029.73	\$1,049.63	\$1,069.93	\$1,090.63	\$1,111.75	\$1,144.06	\$1,177.33	\$1,211.61